



Gainful Employment

Cynthia Hammond, FSA

Greg Martin, OPE

Agenda

- Regulation
- Which Programs are GE Programs
- Important Dates
- Reporting
- Metrics
- Disclosures
- Certifications

Regulations

- Final Rule published October 31, 2014
 - Effective – July 1, 2015
 - New Disclosures Effective – January 1, 2017
- Dear Colleague Letter GEN 15-12 – posted June 30, 2015

Which Programs are GE Programs

The HEA provides that to be Title IV eligible an educational program must be offered by:

- A public or non-profit postsecondary educational institution, if the program leads to a degree; or
- Any institution, if the program prepares students for “gainful employment in a recognized occupation”

Generally, all non-degree programs must lead to *gainful employment*

Generally, most programs at for-profit institutions must lead to *gainful employment*

Which Programs are GE Programs

- [Electronic Announcement #53](#) – What is a Gainful Employment (GE) Program?
- GE Operations Manual

Important Dates

Reporting

July 31, 2015
(for 2008/2009 to
2013/2014 data)

Oct 1, 2015
(for 2014/2015 data)

Program Certifications

Dec 31, 2015

Draft Debt-to-Earnings Rates

Summer 2016

Disclosures

Jan 31, 2015

(per Current
Regulations)

Disclosures

Jan 1, 2017

(per New
Regulations)

GE Reporting

- Report all Title IV Students by July 31, 2015
 - Report 2008 – 2009 through 2013 – 2014 award years
 - Programs with Medical and Dental Residencies report 2007 – 2008 through 2013 – 2014 award years
- Report 2014 – 2015 Award Year by October 1, 2015

GE Reporting

- ONLY submit data on students enrolled in a GE program
- ONLY submit data on Title IV aid recipients
- ONLY submit data for programs that exist as of July 1, 2015
- Data provided in 2011 will not be available to reuse

GE Reporting

- Schools report GE Data to NSLDS using one of the following methods -
- Online
 - GE Add
 - GE Spreadsheet Submittal
- Batch
 - Fixed-Width
 - Comma Separated Values (CSV)

Reporting – Students to include

- All Title IV students enrolled in GE Programs
- A student enrolled in more than one GE Program must be reported separately for each program.
- A student who ‘stopped out’ and re-entered the same GE Program during the same award year must be reported separately for each enrollment.
- A student who was enrolled in the same GE Program during multiple award years must be reported separately for each award year.

Reporting Accuracy

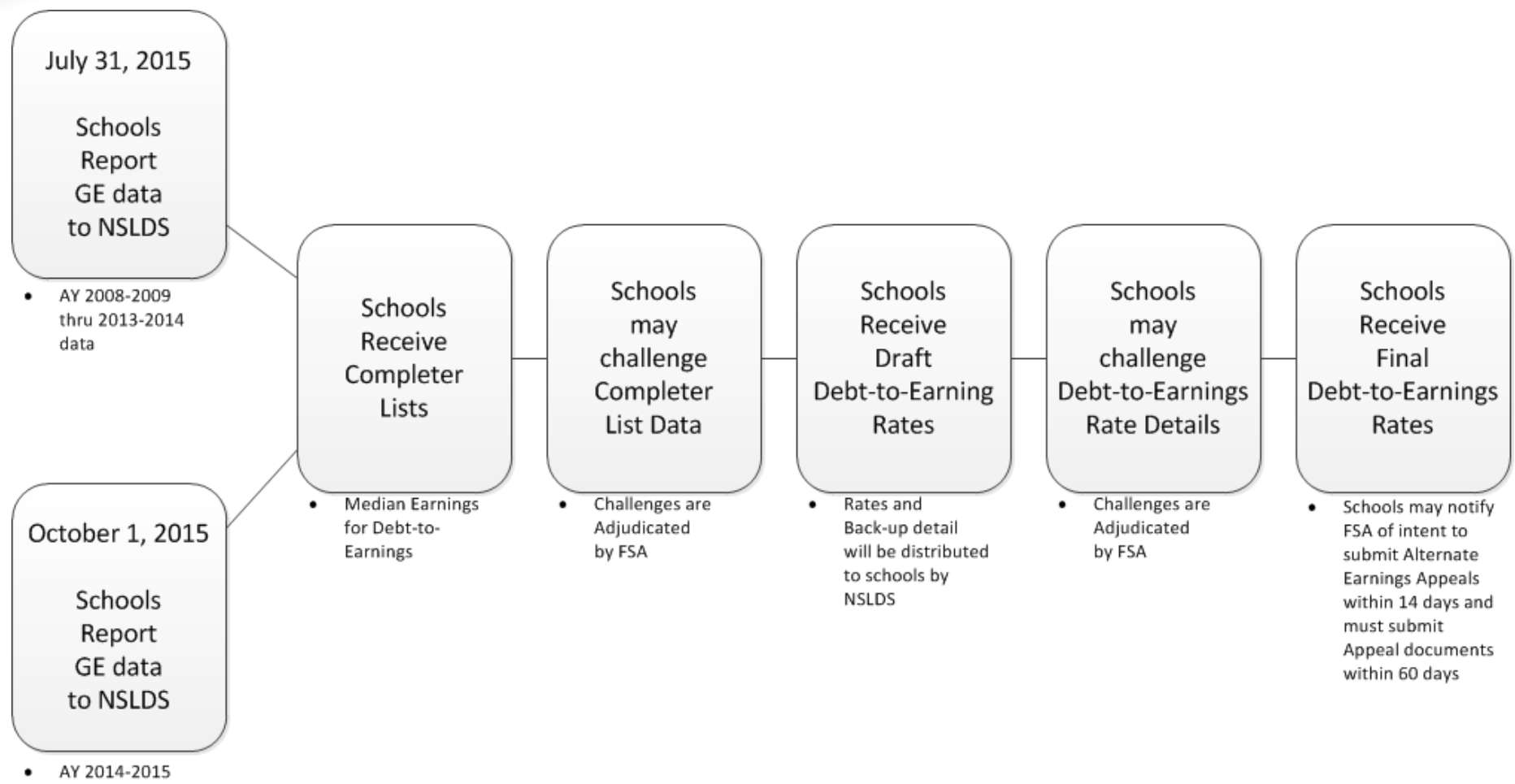
- Data Quality
 - Completeness
 - Accuracy
 - Consistency
- Data Quality Reviews

More Information on Reporting

- [GE Electronic Announcement #52](#) and [#56](#) on NSLDS GE reporting
- Webinar recording: January 13 and 15, 2015
 - <http://ifap.ed.gov/ifap/ifapMedia.jsp#2015GEWebinar011515>
- NSLDS Customer Support Center:
 - Phone: 1-800-999-8219
 - E-mail: nslds@ed.gov

Debt to Earnings Measures





Gainful Employment Measure

- Debt-to-earnings (D/E) rates
 - Annual Earnings D/E rate
 - Discretionary Income D/E rate
 - Passing: Annual D/E $\leq 8\%$ or Discretionary D/E $\leq 20\%$
 - Failing: Annual D/E $> 12\%$ or Discretionary $> 30\%$
 - Zone: Annual D/E $> 8\%$ and $\leq 12\%$ or Discretionary D/E $> 20\%$ and $\leq 30\%$

Cohort Periods

- D/E rates are calculated using debt and earnings of students who complete a GE program during a specific cohort period
- Cohort period is either 2 or 4 years
 - Two-year cohort used if 30 or more students completed during the period
 - Four-year cohort used if fewer than 30 students completed during the two-year cohort period
 - If fewer than 30 students completed during the four-year cohort period, D/E rates will not be calculated

Cohort Periods

- Two-year cohort is students who completed the program during the 3rd and 4th award years prior to award year for which rates are calculated
- Four-year cohort is students who completed the program during the 3rd, 4th, 5th and 6th award years prior to the award year for which rates are calculated
- D/E rates calculation for 2014-2015
 - Two-year cohort period is 2010-2011 and 2011-2012
 - Four-year cohort period is 2008-2009, 2009-2010, 2010-2011 and 2011-2012

GE Rates Calculation

$$T = 2\pi \sqrt{\frac{m}{k}}$$
$$T = 2\pi \sqrt{\frac{0.425}{7.85}}$$
$$T = 1.46\text{sec}$$

D/E Rates Calculation

- Discretionary Income Rate = annual loan repayment divided by (the higher of the mean or median annual earnings less(1.5 times the HHS Poverty Guideline))
- Annual earnings rate = annual loan payment divided by the higher of the mean or median annual earnings

D/E Rates Calculation

- Annual loan repayment
 - Calculated by determining the median loan debt of students who completed the program during the applicable cohort and amortizing that debt
 - Includes private education loans and total amount outstanding on any other credit extended by the institution
 - Capped at lesser of total amount of student's tuition and fees, books and supplies, and equipment or the total amount of debt the student incurred for the program

D/E Rates Calculation

- Annual earnings
 - Based on earnings obtained from SSA
 - ED submits a list to SSA of students who completed the program during the cohort period and received Title IV aid
 - SSA calculates and returns the mean and median annual earnings of students on the list for whom it was able to match earnings data for the GE “earnings year”
 - GE earnings year is 2 calendar years preceding the year in which D/E rates are calculated
 - SSA does not provide individual earnings data or the identity of any student

G/E Rates Calculations

- Exclusions
 - Any of student's Title IV loans are in a military-related deferment
 - Any of student's Title IV loans have been approved or are under consideration for a T/P disability discharge
 - Student was enrolled in any other program during the calendar year for which SSA earnings are obtained
 - For undergraduate GE programs, student completed a higher-credentialed undergraduate program at the same institution
 - For graduate GE programs, the student completed a higher-credentialed graduate GE program at the same institution
 - The student is dead

Gainful Employment Results

- Program's loses Title IV eligibility if:
 - D/E measures – Fails in two out of three years
 - OR
 - D/E measures - Fails or in the zone for four consecutive years



Disclosures

Required Disclosures

- Occupations
- Normal time to complete program
- On-time graduation rate for completers
- Tuition & fees, books & supplies, room & board
- Placement rate for completers (as determined by State or Accreditor methodology)
- Median loan debt
- Other program information provided by the Secretary

Disclosure Template

- The template is an application that creates a standardized Web page with the GE disclosure information
- Web page must be hosted on Institution's site

Disclosure Template

Special Education - Deaf and Hard of Hearing

Program Level - Bachelor's degree

Program Length - 4 years

COST

Q. How much will this program cost me?*

- A.** Tuition and fees: \$36,000
Books and supplies: \$4,800
On-campus room & board: \$24,000

What other costs are there for this program?

For further program cost information [click here](#).

*The amounts shown above include costs for the entire program, assuming normal time to completion. Note that this information is subject to change.

FINANCING

Q. What financing options are available to help me pay for this program?

- A.** Financing for this program may be available through grants, scholarships, loans (federal and private) and institutional financing plans. The median amount of debt for program graduates is shown below:

Federal loans: \$6,000
Private education loans: \$3,500
Institutional financing plan: \$3,500

The school has elected to provide the following additional information: 80% of program graduates used loans to help finance their costs for this program.

SUCCESS

Q. How long will it take me to complete this program?

- A.** The program is designed to take 4 years to complete. Of those that completed the program in 2012-2013, 58% finished in 4 years.

Q. What are my chances of getting a job when I graduate?

- A.** Both the institution's state and accreditor require the calculation of a job placement rate for this program.

State Rate: The job placement rate for students who completed the program is 80%.

For further information about this job placement rate, [click here](#)

Accreditor Rate: The job placement rate for students who completed the program is 80%.

For further information about this job placement rate, [click here](#)

Click here for more information on jobs related to this program.

GE Disclosure Resources

- GE Disclosure Template
 - <http://www2.ed.gov/policy/highered/reg/hearulemaking/2009/negreg-summerfall.html>
 - Requirement
 - Template application
 - Quick start guides
 - Bulk data file upload tool
 - Help desk: (855) 359-3697, gedt@inovas.net

Disclosures Under New Final Rules

- Transition from current disclosure requirements to requirements of the final regulations
 - Consumer testing & Focus groups
 - Seek comments on new disclosure template
 - Guidance and technical assistance
- Delay in effective date of new disclosure requirements until January 1, 2017, gives the Department time to conduct consumer testing and prepare new disclosure template

Certifications

- December 31, 2015 – Transitional Certifications Due
 - Signed by CEO, Chancellor, or equivalent
- Certifications renewed when institution recertifies Program Participation Agreement (PPA)

Certifications

- Certify that each currently eligible GE Program is:
 - Approved by accrediting agency and State
 - Is programmatically accredited if that is required for that profession in the state
 - Graduates qualify to meet educational prerequisites of the licensing or certification exam required to work in the state, if any

Certifications

- New [Electronic Announcement #54](#)
- Link to E-App: <https://eligcert.ed.gov/>
- Email GECertification@ed.gov

GE Resources





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Other Links

Information for Financial Aid Professionals (IFAP)



The Information for Financial Aid Professionals (IFAP) Web site consolidates guidance, resources, and information related to the administration and processing of Title IV federal student aid into one online site for use by the entire financial aid community.

The most recent postings to the site are listed in the [What's New](#) section.

Tools for Schools

Click on this box to access online and computer-based training resources.

Worksheets, Schedules, & Tables

Click on this box to access worksheet, schedule, and table resources.

Publications

Click on this box to access program-related and processing-related publications.

Processing Resources

Click on this box to access program and system processing information and materials.

What's New [RSS](#)

Below is an abbreviated list of the most recent postings to the IFAP Web site. Click [here](#) or on the "What's New" link in the top menu bar to view all recent postings.

COD XML Schema

2013-10-29 Subject: COD Common Record XML Schema Version 4.0a

Hot Topics

- Program Integrity Information - Questions and Answers
- Federal Student Aid Data Center
- Disaster Assistance

Gainful Employment



Links to information for gainful employment

[Information Page](#)

150% Direct Subsidized Loan Limit Info



Links to information for 150% Direct Subsidized Loan Limit Info

[Information Page](#)

Letters & Announcements



Policy and operational guidance for participants in the administration of Title IV federal student aid programs



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U.S. Department of
Education



Gainful Employment Information Page:

<http://www.ifap.ed.gov/GainfulEmploymentInfo/indexV2.html>

Thank you!

Cynthia Hammond
Assistant Director, Policy Liaison and Implementation
Federal Student Aid
cynthia.hammond@ed.gov
202-377-4236

Greg Martin
Office of Postsecondary Education
gregory.martin@ed.gov
202-219-7104